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been immediately discharged, when he was discovered violating the rule. 466

Sanitary Work in the Dormitory.—The dormitory is built with an open space before it, so that it gets plenty of sunshine and air. In the dormitory, there are provided a barber shop, a bath room, a toilet room and a laundry room. (1) The furnishings and equipment of the barber shop are provided by the factory. Very reasonable rates are charged for shaves and haircuts. (2) A permit, to be procured from the supervisers, is required for taking bath. In this way, a record is kept by the supervisers of the number of baths taken by the workers. A notice is served to those who entirely neglect bathing. However, on account of the frequent transfer of the bath permits among the workers, negligent cases could not be traced. (3) The toilet room is furnished with hot and cold water pipes. But for lack of repair, the room has unfortunately fallen into disuse. (4) The factory once attempted to employ laundry men for the workers, but they were not patronized; and in order to save laundry expenses, the workers prefer to wash their own clothing in the laundry rooms provided by the factory. 466 305 466 515

The Hospital.—In its early days, the Chiu Ta Factory had only a small number of workers, for whom medical services were scarcely needed. The few cases which needed treatment were taken care of by the Peking-Mukden Railway Hospital, which was paid by the factory. It was soon felt that this arrangement was not satisfactory, when the number of workers had increased. So in 1924, a hospital was established under the joint auspices of the factory and the Pacific Alkali Works. There are in this hospital five wards which accommodate 24 patients. The medical service is rendered free of charge to members of the administrative staff and the workmen of the two factories. The hospital is in charge of a physician, a graduate from a medical college in Japan. He has on his staff two assistants and one junior clerk. The running expenses of the hospital are about $5,000 a year. 466 743

In addition to the usual medical service, the hospital is also

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on the part of the factory. It is hoped that when the new dormitory is completed, the workers might find a better environment to live in.

Food, Fuel and Light.—As far as possible, every facility is accorded by the factory to its workers, in order to make their living comfortable. A few of these facilities may now be mentioned. There is an artesian well drilled by the factory and fresh water from the well is distributed free to the various residential quarters of the workers. Stoves and coal that are needed in the worker's quarters in the winter are also provided by the factory. For meals, workers have the option of using the dining room of the Chiu Ta dormitory or doing their own cooking. In the former case tickets for buying meals are advanced to the workers, the value of which is deducted from their pay at the end of the month. In the latter case, stoves, coal and other cooking facilities are furnished. A third alternative adopted by some workers is to form a group whose members agree to have their meals provided by a special cook. In this case, both the cooking service and coal for the fire are provided free by the factory. There were at the time of the investigation two groups of this kind in existence. The one in Residence B consisted of about thirty members, each of whom paid about $6.50 a month for food. The kitchen service was supervised by the workers who served in groups of two by rotation. In Residence C, about twenty workers formed a group and each paid about $5.50 a month for food. A committee composed of the representatives of all the rooms in the residence supervised the kitchen service, but, in fact, the work was delegated to its chairman alone.

Sanitary Conditions.—As the Factory Hospital is a cooperative enterprise of Chiu Ta and the Pacific Alkali Works, workers belonging to the latter are, therefore, accorded the same treatment in the hospital as those of the former. Facilities for haircutting and bathing are also afforded the Pacific workers at the Chiu Ta barber shop and bath room. Arrangement has been made by the factory with a bath house in the town where the Pacific workers may take baths at regular intervals, free of charge. The bath is regularly frequented by them.